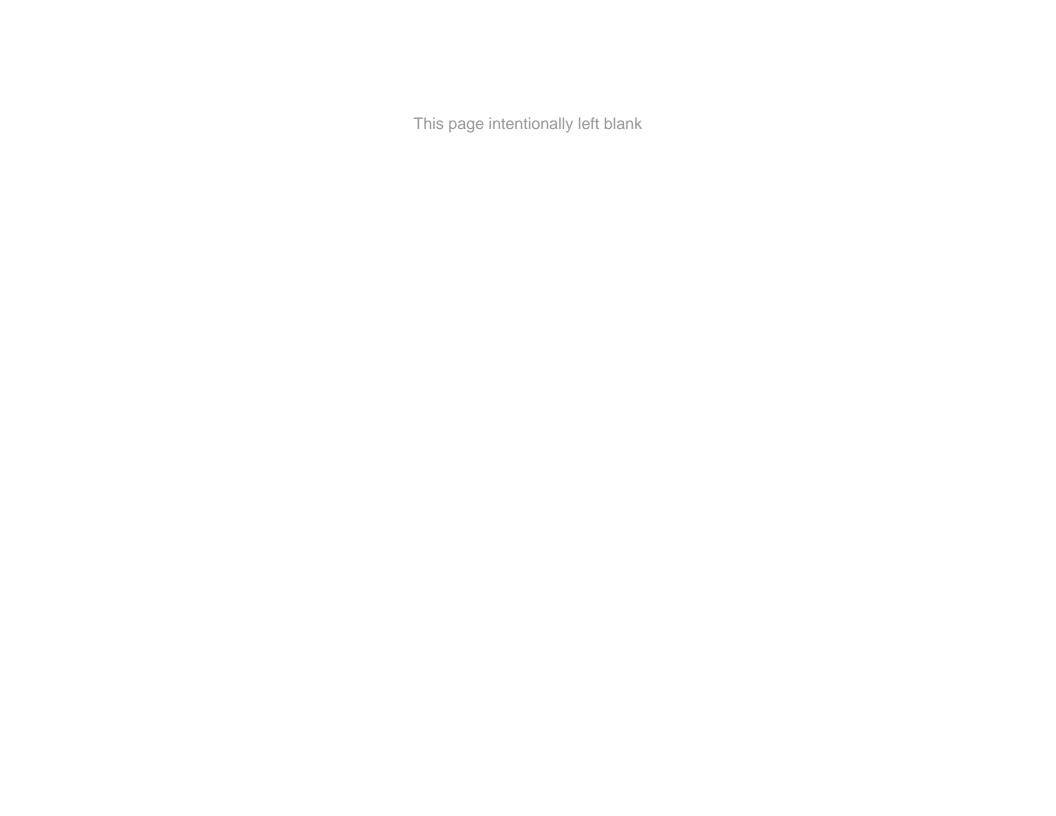
The Alaska Natural Resource Program Implementation Plan 2003 - 2008

NATIONAL PARK SERVICE

Information Management and Outreach - Science for Parks; Parks for Science National Park Service Alaska Region December 5, 2002





Executive Summary Natural Resources Implementation Plan 2003-2008

Information Management and Outreach - Science for Parks; Parks for Science

The purpose of the *Alaska Natural Resource Implementation Plan 2003-2008* is to set the course for the Natural Resource Program for a 5-year period. The *Implementation Plan* is the companion document to the *Alaska Natural Resource Program - A Strategy for the Future* (the *ANRP Strategy*), and identifies specific goals and action steps that implement each of the regional priorities and focus areas in the *ANRP Strategy*. The goals are the outcomes necessary to protect the natural resources of Alaska's parks for generations to come. The action steps are the necessary steps to achieve those outcomes.

This Implementation Plan is intended to:

- 1) **implement** the regional priorities and focus areas from *The Alaska Natural Resources Program, a Strategy for the Future*, September 2000 (ANRP Strategy).
- 2) **integrate** the Inventory and Monitoring (I&M) Program with other aspects of the overall Natural Resources Management Program, and
- 3) **institutionalize** the Natural Resource Challenge (NRC).

The *Implementation Plan* was developed through a facilitated meeting of the Alaska Natural Resources Advisory Council in October 2002. Meeting participants compiled a series of resource management goals and the action steps to achieve them. Participants articulated an *Overarching Theme* - incorporating science in research into resource management

and sharing that information with the scientific community and the public; a *Fundamental Goal* - scientific information is available and used in decision-making for park management; and four Program Emphasis areas where the science can be applied. Participants recognized that fostering professionalism of NPS staff is necessary to achieve the plan goals.

Overarching Theme

Information Management and Outreach - Science for Parks; Parks for Science

Fundamental Goal

Scientific information is available and used in decision-making for park management

Program Emphasis Areas

- 1. Priority baseline inventories are completed for all parks (these go beyond I&M program requirements). (goal #1)
- 2. Managers have adequate information to manage harvested resources to a natural and healthy standard. (goal # 9)
- 3. Parks assess, manage and monitor access routes and methods to protect park resources. (goal #8)
- 4. The level and types of commercial and visitor activities are known and parks manage these activities to protect park resources and visitor experiences. (goal #7)

Table 1

Summary of the ANRP Implementation Plan 2003 - 2008 Implementation Goals tiered to Strategy Focus Areas

Preserving Alaska's Ecosystems

State of the Park's Resources

- Goal 1 Priority baseline inventories (beyond I&M program requirements) are completed for all parks.
- Goal 2 A program is in place to monitor important park resources.

Backcountry and Wilderness Resources

Goal 3 Backcountry management plans underway in 2003 are finalized; the next series of backcountry management plans are on-line.

Coastal Resources

Goal 4 Parks will develop knowledge sufficient to protect resources and processes through cooperative management strategies.

Partnerships Across Boundaries

- Goal 5 The natural resources program is integrated through partnerships with state, local, universities, CESUs, other federal and appropriate entities.
- Goal 6 The natural resources program will address circumpolar and regional issues that affect our parks.

Visitation and Access

Visitor Use

Goal 7 Parks know the levels and types of commercial and visitor activities, and manage them to protect park resources and visitor experiences.

Transportation and Access

Goal 8 Parks assess, manage and monitor access routes and methods to protect park resources.

Balancing Preservation and Consumption

Subsistence and Sport Harvest

Goal 9 Managers have adequate information to manage harvested resources to a natural and healthy standard.

Nonfederal Ownership

Goal 10 Address non-NPS lands in a manner consistent with federal law, park purposes and sound resource management principles.

A Scientific Foundation for Park Management

Living Laboratories

- Goal 11 The Alaska region has a consistent and more streamlined research permitting process.
- Goal 12 Completion of projects includes making information available to the public through education, outreach and interpretation.
- Goal 13 There is adequate housing, lab space and offices for visiting researchers and park natural resource staff.

Bringing Information Management into the 21st Century

- Goal 14 Scientific information is available and used in decision making for park management.
- Goal 15 Every project will produce a suite of products (e.g., study plan, abstract, outreach materials, draft and final reports, archives, database, IAR, maps, specimen cataloging, management presentations, journal articles, website or curriculum-based product).
- Goal 16 A standardized data management system is in place.

Fostering Professionalism

- Goal 17 A peer review process for research and natural resources projects is in place to ensure the quality of science.
- Goal 18 A program for professional development is in place.
- Goal 19 We have a system to effectively use park, AKSO and WASO staff.
- Goal 20 A strategic plan drives funding allocation for projects and programs.
- Goal 21 Resource management uses an interdisciplinary approach that includes aspects of TEK, social science and cultural resource disciplines.
- Goal 22 Parks will have identified the natural resource positions needed.

Introduction to the Implementation Plan

Plan Overview and Highlights

The *Implementation Plan* is a companion document to the *Alaska Natural Resource Program - A Strategy for the Future* (the *ANRP Strategy*). In September of 2002, the Alaska Region adopted the *ANRP Strategy* as a guide for the natural resource management priorities for Alaska national parks, and to highlight specific focus areas within the priorities.

In this document, the Alaska Natural Resource Advisory Council (NRAC) has developed a series of 22 specific goals for the Natural Resource Program in Alaska, that define outcomes necessary to address the priorities and focus areas outlined in the *ANRP Strategy*. For each of these goals, NRAC developed specific action steps that describe the process for achieving the goals for each focus area. These goals and action steps are the basis of this *Implementation Plan*.

This Implementation Plan is intended to:

- 1) **implement** the regional priorities and focus areas from *The Alaska Natural Resources Program, a Strategy for the Future*, September 2000 (ANRP Strategy).
- 2) **integrate** the Inventory and Monitoring (I&M) Program with other aspects of the overall Natural Resources Management Program, and
- 3) **institutionalize** the Natural Resource Challenge (NRC).

In reviewing the goals and action steps, NRAC distilled one **Overarching Theme** that encompasses the majority of the goals and articulates the primary focus of the Alaska Natural

Resource Program for the next five years: *Information Management and Outreach - Science for Parks; Parks for Science*. This Overarching Theme describes the need to facilitate scientific research and resource data collection in parks; to ensure that the scientific information collected is made accessible to park management and is used for resource management, and then it is made available to the scientific community and the public, through publications, journals, the World Wide Web, and other public education products.

To address the Overarching Theme, NRAC chose a Fundamental Goal, one of the 22 goals in the *Implementation Plan* that serves as a foundation for achieving the Overarching Theme and for achieving the majority of the goals in the plan. Goal #14 is the **Fundamental Goal**: *Scientific information is available and used in decision-making for park management*. By making the scientific information available and using it effectively in resource management, parks can better address the specific management needs within each focus area and within the Program Emphasis Areas, below.

Fostering professionalism was also recognized as fundamental to achieving the Implementation Plan goals. Without technical expertise in a professional staff, the goals or the plan cannot be achieved, and the action steps cannot be properly taken. In short, knowledgeable and capable staff is critical to park resource management, and several goals were developed to address professionalism.

NRAC highlighted four program areas to receive particular emphasis in 2003 - 2008. These **Program Emphasis Areas** are:

- 1. Priority baseline inventories (these go beyond I&M program requirements) are completed for all parks. (goal #1)
- 2. Managers have adequate information to manage harvested resources to a natural and healthy standard. (goal # 9)
- 3. Parks assess, manage and monitor access routes and methods to protect park resources. (goal #8)
- 4. The level and types of commercial and visitor activities are known and parks manage these activities to protect park resources and visitor experiences. (goal #7)

Plan Development through a Facilitated Meeting

The context for development of this implementation plan was a three-day facilitated meeting hosted by the Alaska Natural Resources Advisory Council (NRAC). Participants included the NRAC, several Alaska park superintendents, AKSO team managers and staff, I&M coordinators, a WASO division, chief, and representatives from USGS-BRD and UAA.

Participants prepared for the meeting by identifying recent accomplishments, future needs and opportunities for each of the *ANRP Strategy* focus areas. This was an intensive exercise involving multi-page workcharts filled out by each park, AKSO team and the I&M program coordinators. The summary analysis of the pre-meeting exercise highlighted, in general terms, where the Alaska Natural Resource Program (ANRP) has been, where it needs to go, and possible ways to get there. This analysis formed the basis of a power-point presentation evaluating the status of the Alaska Natural Resource Program. Overall, this was an impressive effort!

The ANRP overview and a subsequent discussion of national trends and directions in the NPS natural resources program stimulated development of ideal goals by breakout groups during a brainstorming session. The objective of this session was to describe a successful natural resource program in 2008 and the outcomes that would define it. This activity worked well and participation was high.

Next, time was spent in small groups discussing the results of the pre-meeting workchart data. In planning the meeting we believed it was necessary to gain "ownership" of the workchart information and confirm that the ideal goals were based in the reality represented by the data. Feedback from meeting participants on this step was mixed; some seemed not to need the affirmation and found this step redundant and frustrating; others found this a useful verification process.

To capitalize on the group's forward-moving energy, we moved immediately to development of action steps to implement the ideal goals. The goals were grouped by timeframe into "nearterm", "long-term" and "ongoing" to provide a sense of sequence over the 5-year planning horizon. Finally, individuals "voted" for the goals by placing stars on those they perceived as most important to be addressed by this regional implementation plan. The time frames and star ratings are summarized in Appendix 1.

Action Steps for each goal were developed by noon on the third day. Each goal was tied to one of the original "Focus Areas" from the *ANRP Strategy*, which is the framework for the implementation plan. Efforts were made to tier to the *ANRP Strategy* and be thorough by developing Action Steps

for all Focus Areas. The meeting concluded with reflections on the meeting process and suggestions from making the *ANRP Implementation Plan 2003-2008* as useful as possible.

Additional Meeting Objectives

The facilitated meeting in October had three main objectives:

- 1) **Implement** the regional priorities and focus areas from *The Alaska Natural Resources Program, a Strategy for the Future*, September 2000 (ANRP Strategy).
- 2) **Integrate** the Inventory and Monitoring (I&M) Program with other aspects of the overall Natural Resources Management Program.
- 3) **Institutionalize** the Natural Resource Challenge (NRC).

The first objective of implementing the *ANRP Strategy* was met through the creation of the *Implementation Plan* and the development of the Overarching Theme, Fundamental Goal, and Program Emphasis Areas. In the business meeting following the facilitated meeting, NRAC began to "work" the Implementation Plan by using it as a guiding document for project development and funding decisions for FY03-06 block grant sources. NRAC recognized the critical need to tie action steps to PMIS project statements, and some assignments were made for developing these statements. Projects will be prioritized for the Servicewide Comprehensive Call for project proposals using the Plan. Overall, the ideal of having useful guidance appears to have been realized.

The second objective of integrating the I&M program was met in several ways. The I&M program and its connection with the rest of the natural resource program was a topic that ran through most of the discussions during the three-day meeting. Through the process, meeting participants gained a better understanding of the extent to which the I&M program is already integrated with the natural resource program. They also gained clarity on the objectives of the servicewide I&M program and the extent to the Alaska natural resource program can build on these.

Through the understanding gained during the meeting, participants were able to separate those inventory and monitoring needs that are already being addressed through the I&M program, and additional needs that need to be addressed through the Implementation Plan and other means. For instance, the inventory of nonvascular plants and marine invertebrates are not within the purview of the servicewide I&M program, but are incorporated into the *Implementation Plan*.

The I&M program is also being further integrated with the natural resource program through the *Implementation Plan*. Inventory and monitoring are critical to achieving the Fundamental Goal that scientific information is available and used in decision-making for park management. Through facilitated discussion and I&M representation, the I&M research and data are incorporated throughout the goals and action steps of the *Implementation Plan*.

Gains were made toward the third objective of institutionalizing the Natural Resource Challenge. Participants confirmed that many of the goals and action steps of this plan speak directly to the NRC, and that much of what we are already doing is accomplishing 12 strategies of the NRC strategies.

The Alaska Natural Resource Program Implementation Plan 2003 - 2008

The following pages comprise the Implementation Plan. For each of the focus areas identified in *The Alaska Natural Resource Program - A Strategy for the Future*, this plan outlines the goals for the Alaska region. These goals are written as outcomes that describe the Natural Resource Program in 2008. The plan outlines each of the specific action steps to be taken to achieve these goals.

Focus Area	State of Park Resources
Goal 1	In 2008, priority baseline inventories (beyond I&M program requirements) are completed for all parks.
Action Steps	 Identify priority inventories beyond basic I and M inventories. Formulate an appropriate project proposal for each priority inventory. Attract independent researchers by identifying research opportunities and facilitating scientists funded by other sources. Seek funding beyond traditional NPS sources by applying for outside funding and seeking creative use of NPS funding opportunities. Identify funding partners outside the federal government for inventory projects through Challenge Cost Share and Challenge Grant Program. Utilize volunteer program. Develop soils and geologic inventory workplan to submit for funding from I&M program.
Goal 2	In 2008, a program is in place to monitor important park resources.
Action Steps	 2.1. Develop comprehensive monitoring plans, including vital signs, for each park. 2.2. Integrate monitoring program with park operators and strategic planning. 2.3. Tie into other monitoring efforts not included in vital signs (GEM, beetles, exotics, hydro, firepro, volcanism, weather, oceanography, air quality) 2.4. Develop and evaluate on-going monitoring programs.

Focus Area	Backcountry and Wilderness Resources
Goal 3	In 2008, backcountry management plans underway in 2003 are finalized, and the next series of backcountry management plans are on-line.
Action Steps	 3.1. Continue support of regional work group to ensure some consistency in backcountry plans between parks. 3.2. Establish ID / IQ contract for planning services and environmental compliance services. 3.3. Assist parks in seeking and obtaining funding to initiate and/or complete their plans.

Focus Area	Coastal Resources	
Goal 4	In 2008, develop knowledge sufficient to protect resources and processes through cooperative management strategies.	
Action Steps	 4.1. Inventory coastal resources for all parks 4.2. Develop strategies to protect sensitive coastal resources. 4.3. Identify the threats to coastal resources. 4.4. Build a coalition of partners to protect and manage coastal resources (to address issues of cruise ships, tankers, fisheries, etc.) 4.5. As needed, enhance regional coordination of cross-cutting coastal issues. 4.6. Develop a process to streamline CZM review. 	

Focus Area Partnerships Across Boundaries Goal 5 In 2008, the natural resources program is integrated through partnerships with state, local, universities, CESUs, other federal agencies and other appropriate entities. **Action Steps** 5.1. Support the establishment of a CESU for AK. 5.2. Investigate the feasibility of multiyear blanket agreements with state and federal agencies. 5.3. Encourage staff participation in professional meetings where there are opportunities for meeting with other agencies/agency staff. Goal 6 In 2008, the natural resources program will address circumpolar and regional issues that affect our parks. 6.1. Identify issues relevant to AK parks. **Action Steps** 6.2. Participate in appropriate regional and international science efforts 6.3. Increase communication within Alaska NPS about subjects with work of global significance (i.e. Alaska Park Science, Beringia, scientific journals). 6.4. Expand the sister park concept / program.

6.5. Promote sustainability concepts in park natural resource operations.

Focus Area	Visitor Use
Goal 7	In 2008, the levels and types of commercial and visitor activities are known and parks manage these activities to protect park resources and visitor experiences.
Action Steps	 7.1. Develop appropriate protocols to collect visitor use statistics. 7.2. Develop metadata on existing visitor statistics. 7.3. Collect appropriate data to determine the extent of local human impacts (i.e, limits of acceptable change). 7.4. Conduct surveys for visitor expectations and satisfaction.
	7.5. Conduct planning and compliance for commercial services.

Focus Area	Transportation and Access	
Goal 8	In 2008, parks assess, manage and monitor access routes and methods to protect park resources.	
Action Steps	 8.1. Map where, when, and how access occurs. This includes ATV, snowmobile, and air access. 8.2. Evaluate management zones where use occurs. 8.3. Develop regional guidelines for motorized access in wilderness. 8.4. Evaluate the environmental effects of various types of access on different habitats and develop methods for mitigation. 	
	8.5. Monitor conditions of access routes (such as ATV trails).	

Focus Area Subsistence and Sport Harvest In 2008, managers have adequate information to manage harvested resources to a natural and healthy standard. Action Steps 9.1. Systematically compile and evaluate information known about resources used for consumptive resources. This includes use levels and patterns. 9.2. Conduct harvest assessments for communities currently lacking them. 9.3. Develop species management plans for priority species.

Focus Area	Non-Federal Ownership
Goal 10	In 2008, address non-NPS lands in a manner consistent with federal law,park purposes and sound resource management principles.
Action Steps	10.1. Mitigate effects of activities on non-NPS lands both within and adjacent to parks.
	10.2. Cooperate with non-federal land owners to manage land according to sound NR management principles where feasible.
	10.3. Develop an accurate and current land status / land ownership database, including accurate land surveys and park boundaries.

Focus Area	Living Laboratories
Goal 11	In 2008, the Alaska region has a consistent and more streamlined research permitting process.
Action Steps	 11.1. Establish a work group to standardize process under RPRS. 11.2. Review how every AK park handles its permitting system. 11.3. Standardize a "core" permit and allow for each park to tack on additional requirements. 11.4. Ensure that park - specific requirements are available electronically on RPRS. 11.5. Identify regional point of contact for RPRS system (including IAR solicitation).
Goal 12	In 2008, completion of projects includes making information available to the public through education, outreach and interpretation.
Action Steps	 12.1. Parks will include an appropriate education and interpretation component in project proposals. 12.2. Ensure that research results from parks are reproduced in a summary or public presentation in lay language. 12.3. Develop guidelines and examples to assist researchers and park staff in understanding our requirement for an education component. 12.4. Request regional education coordinator to give presentation to BRD and NRAC to communicate the education and outreach component of research in parks. 12.5. Include products on park regional education website for public availability.
Goal 13	In 2008, there is access to adequate housing, lab space, and offices for visiting researchers and park NR staff. "
Action Steps	13.1. Identify needs for office space, housing, and lab space, for natural resource management program and for visiting researchers.

Focus Area

Bringing Information Management into the 21st Century

Goal 14

In 2008, scientific information is available and used in decision making for park management.

Action Steps

- 14.1. Implement technical report series for science in Alaska parks.
- 14.2. Identify natural resource issues of regional significance, 'mine' data and assign individual(s) to prepare white paper(s).
- 14.3. Identify and compile existing data and enter into a retrievable database system, e.g. NRBIB.
- 14.4. Use backcountry plans as pilot/prototype to demonstrate effective mining/synthesis for management decisions.
- 14.5. Select and write up a project as a case study for how information flow should work (Exit Glacier as example).
- 14.6. Identify and facilitate formal training for scientists and managers on how to effectively use science for decision-making (example: expert testimony).
- 14.7. Science symposium targeted to managers (i.e. host WxNW).
- 14.8. Develop and use ecosystem models as a tool for planning, adaptive management and designing research.



Goal 15

In 2008, every project will produce a suite of products (i.e., study plan, abstract, outreach products, draft & final reports, archives, database, IAR, maps, specimen cataloging, management presentation, journal articles, website or curriculum-based product).

Action Steps

- 15.1. Create a checklist of products to include in natural resource project proposals.
- 15.2. Natural resource project budgets reflect the suite of products to be provided (as identified on the checklist).
- 15.3. Develop mechanisms to store and retrieve the products to be produced.
- 15.4. Establish and use an accountability process to ensure that products are produced and projects finalized.
- 15.5. Establish a policy on ownership of scientific data.
- 15.6. The '03 or '04 science symposium will include an interdisciplinary education / outreach component.

Goal 16

In 2008, a standardized data management system is in place.

Action Steps

- 16.1. Adopt database standards where appropriate, ie, I&M templates.
- 16.2. Use data management tools to automate data rather than archive data in file cabinets.
- 16.3. Participate in the I&M network data management plans.
- 16.4. Ensure that the Dataset Catalog is populated and updated annually.
- 16.5. Ensure that NR Bibliography are maintained (not just by the I&M program but used for all studies).
- 16.6. Capture legacy data at each park and organize into GIS or appropriate database system.

Focus Area	Fostering Professionalism
Goal 17	In 2008, a peer review process for research and natural resource projects is in place to ensure the quality of science.
Action Steps	 17.1. Review and complete draft protocol by science advisor with I&M networks and others as appropriate. 17.2. Identify mechanism for implementing reviews. 17.3. Begin peer review process in FY'03 for projects identified in PMIS.
Goal 18	In 2008, a program for professional development is in place.
Action Steps	 18.1. Advertise detail opportunities through the region (i.e. AK2day). 18.2. Examine regional block grant as a funding source that employees can apply to for training opportunities. 18.3. Hold a RM/NR workshop every two years with a focused theme. 18.4. Establish a workgroup to identify the elements of a program that would support professionalization of NR science staff (i.e., review other agency procedures, prepare a guide, get management to sanction, etc.). 18.5. Standardize and make available a checklist of required training and orientation for contractors, researchers, etc. (i.e. safety training, visitor protocols, etc.).
Goal 19	In 2008, we have a system to effectively use park, AKSO and WASO staff.
Action Steps	19.1. Parks resource management staff participate / provide input into AKSO survey being prepared.19.2. Broadly disseminate opportunities to participate on resource action teams19.3. Develop an effective process to identify and respond to natural resource work requests.19.4. Prepare and make broadly available staff qualifications of all park and AKSO natural resource employees.

Goal 20

In 2008, the strategic plan drives funding allocation for projects and programs.

Action Steps

- 20.1. Revise existing prioritization process to be SSS (simple, straightforward, streamlined), address strategic plan, and include consensus in the process for the major funding sources (i.e. NRPP, regional block grant).
- 20.2. Establish NRAC subcommittees to decide on project/funding priorities for smaller funding sources.
- 20.3. Include focus area from regional strategic plan in project proposals for use in priority setting and project proposal development.
- 20.4. Increase emphasis on multi-park projects in the prioritization process, or emphasis on regional value of park specific projects.
- 20.5. Evaluate option to have regional block grant fund have a focus on projects that implement the strategic plan.

Goal 21

In 2008, resource management uses an interdisciplinary approach that includes aspects of TEK, social science and cultural resource disciplines.

Action Steps

- 21.1. Identify opportunities for joint cultural/natural resource management projects.
- 21.2. Assemble TEK through ethnography studies, etc.
- 21.3. Examine archeological studies for NR information.
- 21.4. Facilitate development of a social science program for Alaska national parks.
- 21.5. Hold a joint CR/NR conference.

Goal 22

In 2008, parks will have identified the NR positions needed.

Action Steps

22.1. Identify staff needed to support the NR program (including database managers and web designers).

Appendix 1 Time Frame and Star Ratings for Implementation Plan Goals[†]

State of the Park's Resources

- Goal 1 Priority baseline inventories (beyond I&M program requirements) are completed for all parks. *Ongoing* ★★★
- Goal 2 A program is in place to monitor important park resources. *Long-term*★★★★

Backcountry and Wilderness Resources

Goal 3 Backcountry management plans underway in 2003 are finalized; the next series of backcountry management plans are on-line. *Long-term*

Coastal Resources

Goal 4 Parks will develop knowledge sufficient to protect resources and processes through cooperative management strategies. *Long-term*

Partnerships Across Boundaries

- Goal 5 The natural resources program is integrated through partnerships with state, local, universities, CESUs, other federal and appropriate entities.

 Ongoing *****
- Goal 6 The natural resources program will address circumpolar and regional issues that affect our parks. *Long-term*

Visitor Use

Goal 7 Parks know the levels and types of commercial and visitor activities, and manage them to protect park resources and visitor experiences.

Long-term ★

Transportation and Access

Goal 8 Parks assess, manage and monitor access routes and methods to protect park resources. *Ongoing*

Subsistence and Sport Harvest

Goal 9 Managers have adequate information to manage harvested resources to a natural and healthy standard. *Near-term* ********

Nonfederal Ownership

Goal 10 Address non-NPS lands in a manner consistent with federal law, park purposes and sound resource management principles. *Ongoing*

Living Laboratories

- Goal 11 The Alaska region has a consistent and more streamlined research permitting process. *Near-term*
- Goal 12 Completion of projects includes making information available to the public through education, outreach and interpretation. *Near-term* *
- Goal 13 There is adequate housing, lab space and offices for visiting researchers and park natural resource staff. *Long-term* ★

Bringing Information Management into the 21st Century

- Goal 16 A standardized data management system is in place. *Near-term* ★★★★★

Fostering Professionalism

- Goal 17 A peer review process for research and natural resources projects is in place to ensure the quality of science. *Near-term* ★★
- Goal 18 A program for professional development is in place. *Long-term*★★★
- Goal 19 We have a system to effectively use park, AKSO and WASO staff. Near-term
- Goal 20 A strategic plan drives funding allocation for projects and programs. *Near-term*
- Goal 21 Resource management uses an interdisciplinary approach that includes aspects of TEK, social science and cultural resource disciplines. *Near-term* ******
- Goal 22 Parks will have identified the natural resource positions needed.

 Ongoing ★

[†] See "Plan Development through a Facilitated Meeting" for discussion.